



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, DC 20350-2000

OPNAVINST 1110.1B  
BUMED/N093  
2 Jun 2017

OPNAV INSTRUCTION 1110.1B

From: Chief of Naval Operations

Subj: HEALTH PROFESSIONS ACCESSION PROGRAMS

Ref: (a) DoD Instruction 1310.02 of 26 March 2015  
(b) OPNAVINST 1120.4B  
(c) OPNAVINST 1120.5B  
(d) OPNAVINST 1120.7A  
(e) OPNAVINST 1120.8A  
(f) SECNAVINST 1000.7F  
(g) DoD Instruction 1205.05 of 30 March 2012  
(h) Program Authorization 132, Health Services Collegiate Program of November 2011  
(i) OPNAVINST 1420.1B  
(j) OPNAVINST 1520.39  
(k) DoD Directive 6000.12E of 6 January 2011  
(l) DoD Instruction 6000.13 of 30 December 2015

Encl: (1) Definitions

1. Purpose

a. To provide policy and administrative information concerning Navy Medical Department commissioned officer student accession programs and delineate roles and responsibilities.

b. This instruction incorporates specific Bureau of Medicine and Surgery (BUMED) student health professions and incentive programs. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1110.1A.

3. Applicability. This instruction applies to Chief of Naval Operations, Chief of Naval Personnel, Navy Recruiting Command, BUMED, Navy Medicine Professional Development Center, and Naval Service Training Command (NSTC).

4. Definitions. Enclosure (1) identifies terms used in this instruction.

5. Background The health care professional education and training incentive programs serve participants enrolled in over 250 institutions and include the Armed Forces Health Professions Scholarship Program, Health Services Collegiate Program, Financial Assistance Program, Navy Active Duty Delay for Specialists, Navy Reserve Officer Training Corps – Nursing Option, Medical Enlisted Commissioning Program, Inservice Procurement Program (IPP), Uniformed Services University of the Health Sciences, and Nurse Candidate Program.

a. BUMED must maintain sufficient strength of appropriately trained active duty health professionals to ensure Navy Medicine meets mission essential requirements. BUMED has authority from the Secretary of the Navy (SECNAV), under regulations prescribed by the Secretary of Defense, to recruit, appoint, and remunerate health professionals in return for an active duty obligation.

b. The objective is to prepare students for appointment in the Armed Forces; to improve communication and information flow; enhance stakeholder business and working relationships; optimize health professions accession programs resources; and make recommendations for program changes, when applicable.

c. References (a) through (e) establish policy for appointment of officers in the Medical Corps, Dental Corps, Nurse Corps, and Medical Service Corps. References (f) and (g) establish procedures for the transfer of commissioned officers. References (h) through (l) provide additional guidance for the training incentive and educational programs.

6. Discussion. The programs in subparagraphs 6a through 6g include direct accession and a variety of education and training incentive programs.

a. Health Services Collegiate Program. A program for individuals in designated health professions educational programs to complete degree and certification requirements and to obtain a commission in the active duty component of the Navy Medical Department.

b. Navy Reserve Officer Training Corps - Nursing Option. This program is a 1 to 2 year undergraduate scholarship program leading to a commission in the Nurse Corps upon graduation. This program is managed by NSTC, Director of Officer Development, Pensacola, Florida.

c. Inservice Procurement Program. Inservice Procurement Programs consist of the Medical Enlisted Commissioning Program for prospective Nurse Corps officers; Seaman to Admiral-21 (STA-21) Commissioning Program for prospective Nurse Corps and Medical Service Corps officers; and Medical Service Corps program for prospective Medical Service Corps officers.

d. Armed Forces Health Professions Scholarship Program and Financial Assistance Program. An Individual Ready Reserve program for students accepted to or enrolled in an

accredited training program leading to a designated health profession degree, or completion of residency training, leading to specialty certification in the active duty component of the Medical Corps, Dental Corps, Medical Service Corps, or Nurse Corps upon graduation.

e. Uniformed Services University of the Health Sciences. A health science university run by the Department of Defense (DoD) that offers a number of health sciences educational programs open to military and civilian students. Students pay no tuition or fees and receive the full salary and benefits of a uniformed military officer. All military students incur an active duty service obligation.

f. Nurse Candidate Program. An Individual Ready Reserve program for students enrolled in an accredited baccalaureate nursing program and completion of degree within 24 months, leading to a commission upon graduation.

g. Navy Active Duty Delay for Specialists. This program allows graduated medical students or medical officers the option to defer the fulfillment of their active duty obligation for medical school to receive graduate residency education in a critical shortage specialty in a civilian medical education program. The officers are in the Individual Ready Reserve status while enrolled in the Navy Active Duty Delay for Specialists program, and upon graduation, are recalled to active duty to complete the deferred period of active duty service obligation.

## 7. Responsibilities

### a. Chief of Naval Operations, Surgeon General of the Navy (CNO (N093))

(1) Assess future accession requirements on an annual basis.

(2) Conduct program objective memorandum (POM), program review, and mid-year review assessment hearings when notified by Deputy Chief, Total Force, BUMED that requirements differ from the available resources.

### b. Bureau of Naval Personnel, Officer Community Managers (OCM) (BUPERS-3)

(1) Establish annual accession plan in partnership with Director, Personnel Policy, Plans and Special Pays (BUMED-M13) and Director, Military Personnel Plans and Policy (OPNAV (N13)).

(2) Monitor and coordinate in year accession plan adjustments to Commander, Navy Recruiting Command Director, Medical Programs Division (CNRC N314), BUMED-M13, and OPNAV (N13).

c. CNRC N314

(1) Collaborate on anticipated plan of student program appointments, including expected accession plan quarterly execution.

(2) Provide monthly reports to BUMED-M13 on all Medical Department accession programs, including gains, losses, and goal attainment expectations.

(3) Serve as program administrator for the Health Services Collegiate Program.

d. BUMED

(1) Assistant Deputy Chief, Manpower and Personnel (BUMED-M1)

(a) Provide annual Health Professions Scholarship Program student phasing plan to OCMs, BUPERS-3, and CNRC N314 prior to the beginning of each fiscal year.

(b) Ensure academic and administrative policy standards for each professional community are in compliance, per reference (g).

(c) Conduct annual assessment of Future Years Defense Plan accession requirements.

(d) Serve as Chair, Health Professions Accession Program Management Board. This may be delegated to BUMED-M13.

(e) Serve as administrator for the Health Professions Scholarship Program, Financial Assistance Program, Navy Active Duty Delay for Specialists, and Nurse Candidate Program.

(2) Assistant Deputy Chief, Business Operations/Comptroller (BUMED-M8)

(a) Designate a member to serve on the Health Professions Management Board.

(b) Review health professions accession programs (with budgetary implications) and review and recommend changes to accession plans in programming, budget, and execution years.

(c) Monitor execution of Reserve Personnel, Navy and Defense Health Program and operation and maintenance, Navy accounts.

e. Navy Medicine Professional Development Center, Naval Medical Education Training Command

(1) Serve as program administrator for the Inservice Procurement Program and Medical Enlisted Commissioning Program.

(2) Provide BUMED-M13, OCMs, and BUPERS-3 with a quarterly report for Inservice Procurement Program and Medical Enlisted Commissioning Program participation.

f. NSTC

(1) Serve as program administrator for the STA-21 Commissioning Program and Navy Reserve Officer Training Corps - Nursing Option.

(2) Provide BUMED-M13 with quarterly reports, and OCMs and BUPERS-3 with bi-annual reports for aggregate Navy Reserve Officer Training Corps - Nursing Option and STA-21 Commissioning Program participation.

g. Uniformed Services University of the Health Sciences

(1) Serve as program administrator for the Uniformed Services University of the Health Sciences program.


(2) Provide BUMED-M13, OCMs, and BUPERS-3 with bi-annual reports for Navy Uniformed Services University of the Health Sciences participation.

8. Oversight. The student health professions accession programs process will be managed by the Health Professions Accession Program Management Board.

9. Record Management. Records created as a result of this instruction, regardless of media and format, must be managed per SECNAV Manual 5210.1 of January 2012.

10. Review and Effective Date. Per OPNAVINST 5215.17A, BUMED-M13 will review this instruction annually on the anniversary of its effective date to ensure applicability, currency, and consistency with Federal, DoD, SECNAV, and Navy policy and statutory authority using OPNAV 5215/40, Review of Instruction. This instruction will automatically expire 5 years after effective date unless reissued or canceled prior to the 5-year anniversary date, or an extension has been granted.

11. Information Control Management. The reporting requirements contained in subparagraphs 7f(2) and 7g(2) in this instruction are exempt from reports control per SECNAV M-5214.1 of December 2005, part IV, subparagraph 7k.



C. FORREST FAISON III  
Surgeon General of the Navy

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**Releasability and distribution:**

This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, <http://doni.documentservices.dla.mil>

## DEFINITIONS

1. Accession. A gain to the officer force (see definition 2).
2. Accession Plan. The accession plan details the quantity and source of officers authorized by Deputy, Chief of Naval Operations (Manpower, Personnel, Training and Education (CNO N1)) to be gained onto end-strength during a specific fiscal year. The accession plan includes the annual medical communities recruiting and pipeline goals as an enclosure. The annual medical communities recruiting and pipeline goals delineates the type of accessions required by specialty or specific category (i.e., direct, Navy Reserve Officer Training Corps, Health Professions Scholarship Program), and graduation year to reach authorized end-strength. The annual medical communities recruiting and pipeline goals document functions as CNRC's official fiscal year recruiting goals.
3. Active Duty Obligation. The amount of time that a member is required to spend on active duty which is incurred by acceptance of a scholarship or remuneration for participation in an accession program.
4. Armed Forces Health Professions Scholarship and Program Financial Assistance Program. An Individual Ready Reserve program for students accepted to or enrolled in an accredited training program leading to a designated health professions degree or specialty training certification.
5. Appointment. The document which confers commissioned officer status to a student.
6. Assessment. A request from a resource sponsor to a program manager for submission of POM requirements for resources programming.
7. Baseline Plan. The initial response to a POM assessment used as a target during the development of the submitted accession plan.
8. Defense Health Program. Operations and Maintenance, Navy funds used in support of student tuition, fees, reimbursements, etc. for scholarship and incentive programs.
9. Future Years Defense Plan. A 5 or 6 year planning cycle.
10. Goaling Letter. The medical communities' recruiting and pipeline goals which function as CNRC's official fiscal year recruiting goals. Found in the annual accession plan.
11. Officer Program Authorization. Recurring published document summarizing officer billet authorizations.

12. Program Administrator. Responsible for the day-to-day support operations and execution of a designated program.

13. Reserve Personnel, Navy. A funding appropriation for designated scholarship stipends, signing training.

14. Individual Ready Reserve. An individual assigned in the Individual Ready Reserve and accepted or enrolled into an accredited program without pay until graduation from accredited program and activated to report for active duty.